



# Working Relationships with FHIPs, FHAPs, and HUD



Fair Housing Center  
of West Michigan

Indiana Civil Rights, Region V FHAP Conference  
October 10, 2018  
Marlene Cain, Liz Keegan



# Who We Are

Marlene Cain, Civil Rights Manager

Michigan Department of Civil Rights (MDCR)

- Offices in Detroit, Lansing, Grand Rapids
- Toll Free Number: 800-482-3604
- Detroit Office: 313-456-3700
- Grand Rapids Office: 616-356-0380
- Website: [www.michigan.gov/mdcr](http://www.michigan.gov/mdcr)



# Who We Are

Liz Keegan, Director of Education & Outreach  
Fair Housing Center of West Michigan (FHCWM)

- 20 Hall Street SE, Grand Rapids, MI 49507
- Telephone: 616-451-2980
- Toll Free: 1-866-389-FAIR
- Email: [contact-us@fhcwm.org](mailto:contact-us@fhcwm.org)
- Website: [www.fhcwm.org](http://www.fhcwm.org)



# What is a FHIP?

- Fair housing organizations and other non-profits that receive funding through the Fair Housing Initiatives Program (FHIP). FHIP organizations partner with HUD to help identify government agencies that handle complaints of discrimination, amongst other things.



# What is a FHAP?

- The Fair Housing Assistance Program (FHAP) of which HUD funds state and local agencies that administer fair housing laws that HUD has determined to be substantially equivalent to the Fair Housing Act.



# Agenda

- Co-Present Annual trainings
- Annual Fair Housing Month Conference
- Complementary Model (resources, materials, etc.)
- Enforcement Examples
- Engaging Exercises for Training
- Involving the Arts in Fair Housing



# Co-Present Trainings

- Funded through HUD EOI or FHIP/FHAP Partnership funds.
- Move around region based on need.

## Understanding Fair Housing

Presented by:  
Fair Housing Center of West Michigan  
and  
Michigan Department of Civil Rights



# Co-Present Trainings

- MDCR and FHCWM share content, annually review, and assign sections based on number of presenters/comfort with material
- Both agencies promote and fill the seats very quickly.
- MDCR has utilized this partnership to further train staff as presenters!
- Enabled comprehensive and unique presentations in a variety of locations – Grand Rapids, Holland, Muskegon, etc.



# Co-Present Trainings

- Also co-presented a series of evening presentations focusing on fair housing rights at local NAACP chapter office.
- Funded through FHIP/FHAP Partnership funds.
- Free trainings for advocates and partners.

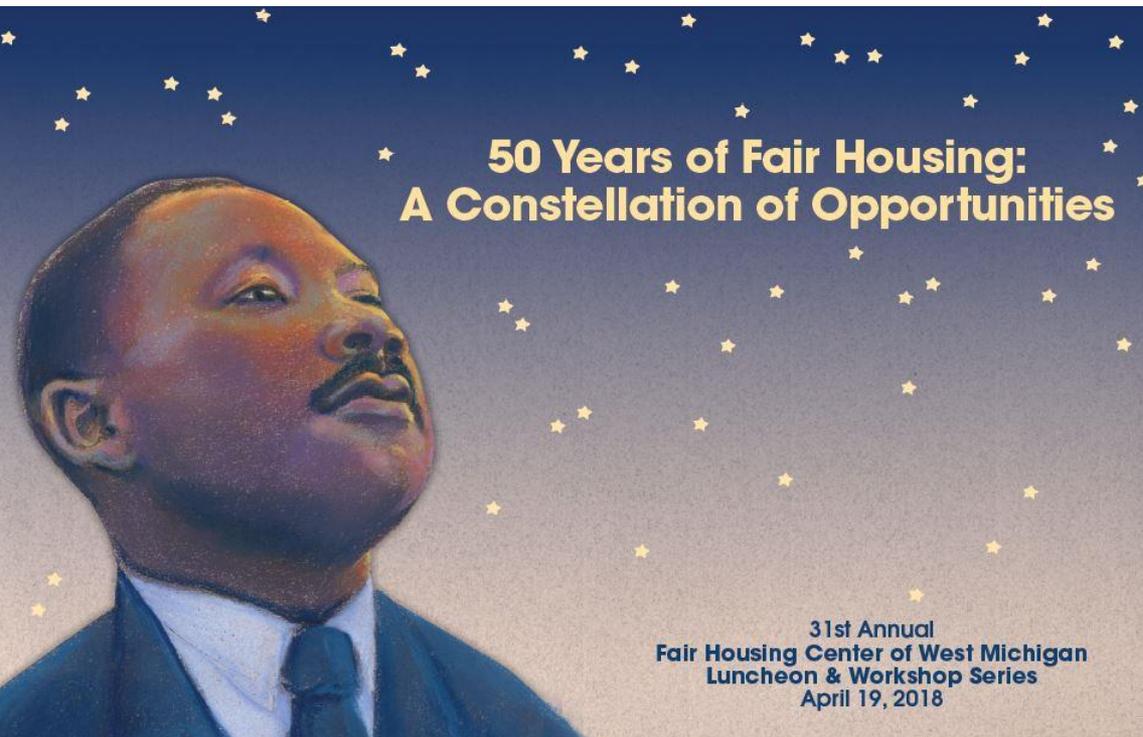
## Understanding Your Fair Housing Rights

Presented by:  
Michigan Department of Civil Rights  
&  
Fair Housing Center of West Michigan  
in partnership with the  
Greater Grand Rapids NAACP



# Annual Fair Housing Month Conference

- 3-4 workshops for 300+ that run from 8:45-11:45 am; luncheon for 500+ that runs from 12 to 1:30 pm in Grand Rapids
1. Challenging Implicit Bias
  2. Changing Assumptions about Housing for Seniors
  3. Fighting for the Future of Fair Housing



# Annual Fair Housing Month Conference

- 12+ MDCR staff moderate, join panels, assist with directions, assist staff/moderators in each room by assignment, assist with registration, assist with accessibility to event, help promote the event, and much more!



# Annual Fair Housing Month Conference

- April 25, 2019 – 32<sup>nd</sup> Annual Event!
- Past year's event themes, keynote speakers and some handouts are available:
- <http://www.fhcwm.org/lws/archives>



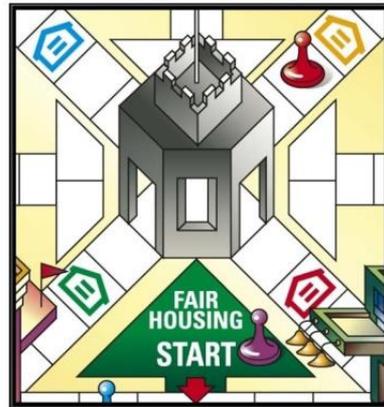
# FHCWM/MDCR Complementary Model

- Meet annually with as many staff as possible
- Do not duplicate the wheel!
- Share training/education opportunities with each other
- Share materials & anecdotes focused on best practices...



# Complementary Model

Received a request for an  
assistance animal or grab bar?



Let us help you get from start to finish!

**A Housing Professional's Guide to  
Reasonable Accommodations and Modifications  
Under the Fair Housing Act**



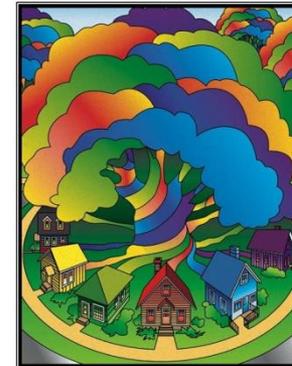
Produced 2015 by the Fair Housing Center of West Michigan



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Requesting an assistance animal, grab bar,  
or other change to your housing?

Let us help!



**A Guide to Requesting Reasonable Accommodations  
and Modifications Under the Fair Housing Act**



Produced 2017 by the Fair Housing Center of West Michigan



# ENFORCEMENT PARTNERSHIPS

- Take the time to meet regularly to get to know one another
- Learn each agency in terms of processes, requirements and procedures to streamline enforcement efforts
- Share Resources
- Partner with each other to do onsite visits as well as fact findings together
- Make referrals to each other as appropriate
- FHIP/FHAP combined fair housing trainings together
- Apply for HUD grants when possible to work together on training opportunities



# ENFORCEMENT EXAMPLES

- Eviction case interventions
- Importance of partnered onsite visits and fact finding conferences
- Use of Interrogatory Questions
- Case examples





# Engaging Exercises for Training



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# Engaging Exercises for FH Training

- Make your own Jeopardy! (PowerPoint)
- True or False
- Kick Off Quiz to engage audience (but also ID your participants' level of experience/find hot topics)
- Scenario worksheet to ensure comprehension



# Make your own Jeopardy!

- Montclair State University Guide
- “Creating a Jeopardy Game in PowerPoint 2010”
- Great for review for experienced professionals, great engagement, cover a diverse amount of topics quickly
- Demonstrate BP’s and (briefly) how to!



# True or False?

- Developed a 2 hour training specific to RA and RM due to volume of cases as well as questions from housing industry
- Interactive ‘voting’ exercise
- Great to get a sense of experience in the room, catch common misperceptions in a non-confrontational way, keeps class engaged



# True or False?

- A person with a disability can request a reasonable accommodation orally or in writing.

TRUE

FALSE

The FHA does not require that a request be made in a particular manner so a request can be made either way. **A provider may not refuse a request because they did not follow any formal procedures that the provider has adopted.**

Your job is to recognize it and begin 'homework' to respond!



# True or False?

- This prescription is sufficient to substantiate a reasonable accommodation request for an assistance animal.

Lic. #ME \_\_\_\_\_ NPI # \_\_\_\_\_  
**FAMILY PRACTICE CARE**  
**PHYSICIAN, M.D.**  
Telephone: 000-000-0000 123 Physician Avenue  
Fax: 000-000-0000 Anytown, USA 12345 DEA # \_\_\_\_\_

Name John Doe Date 6/17/15  
Address 555 Fair street

**R**  
*Therapy dog for autism*

Label  
Refill - 0 - 1 - 2 - 3 - 4 - PRN  
BLUE BACKGROUND. SECURITY FEATURES LISTED ON BACK  
CRA110715316380

**TRUE**

**FALSE**

In the case of an unknown or non-obvious disability, documentation need only demonstrate (1) that the person seeking to live with the animal has a disability (i.e. autism), and (2) that the need for the animal is related to the disability (i.e. therapy for autism).

# True or False?

- You can require that an assistance animal have an official license or certification under the Fair Housing Act.

**TRUE**

**FALSE**

For purposes of reasonable accommodation requests, neither the FHA nor Section 504 requires an assistance animal to be individually trained or certified.



# True or False?

- Any kind of animal may be requested as an assistance animal in the reasonable accommodation process.

**TRUE**

**FALSE**

FHEO memo: an animal that works, provides assistance, or performs tasks for the benefit of a person with a disability, or provides emotional support that alleviates one or more identified symptoms or effects of a person's disability.



# Intro Quiz

From the following list, please check all of the protected classes under federal and state fair housing laws:

<input type="checkbox"/> Smokers	<input type="checkbox"/> Age	<input type="checkbox"/> Convicted felon
<input type="checkbox"/> Race	<input type="checkbox"/> Credit history	<input type="checkbox"/> Housekeeping practices
<input type="checkbox"/> Marital status	<input type="checkbox"/> Amount of income	<input type="checkbox"/> Source of income
<input type="checkbox"/> Students	<input type="checkbox"/> National origin	<input type="checkbox"/> Adult with dependent children
<input type="checkbox"/> Sex	<input type="checkbox"/> Disability	<input type="checkbox"/> Pet owners



# A good quiz could include...

Questions that prompt a best practice in the discussion:

- T / F Anyone can file a fair housing complaint (a resident, a visitor, a property manager, etc.).
  - Compliance is good risk management!
- T / F A newspaper ad that describes the type of person a landlord wants to rent to is acceptable under fair housing laws.
  - Describe the property, not the people!



# A good quiz could also...

Debunk a few myths:

- T / F A property owner has the right to inquire about whether opposite sex children between the ages of 8 and 18 will have separate bedrooms.
  - It's about the # of heartbeats, not who sleeps where.

Or prompt recent cases:

- T / F Sexual harassment is a crime but is not covered by fair housing laws.
  - \$550,000 settlement for 13 victims to date



# A good quiz could also...

Illustrate the scope of the law and liability:

- T / F Under fair housing law, a person can be held liable for a violation even if they did not intend to violate the law.
  - Illustrates why pro-active training is so important
- T / F Anyone can file a fair housing complaint (a resident, a visitor, a property manager, etc.).
  - Demonstrates the benefit of a risk management/best practice approach



# Scenario Worksheet

- **“What do I do/say if...?”**
- Have class members pair up and work through scenarios together.
- Ask the teams to report out on what they think should be said or done if...



# Scenario Worksheet

- **“What do I do/say if...?”**
- You receive an application from a person who receives SSI disability income. When you ask about the nature of the person’s disability, he refuses to answer.
- A young man and young woman, both seventeen, who claim to be married to each other, apply for a unit at your property. You have a policy of not renting to anyone under the age of 18.





# Involving the Arts in Fair Housing



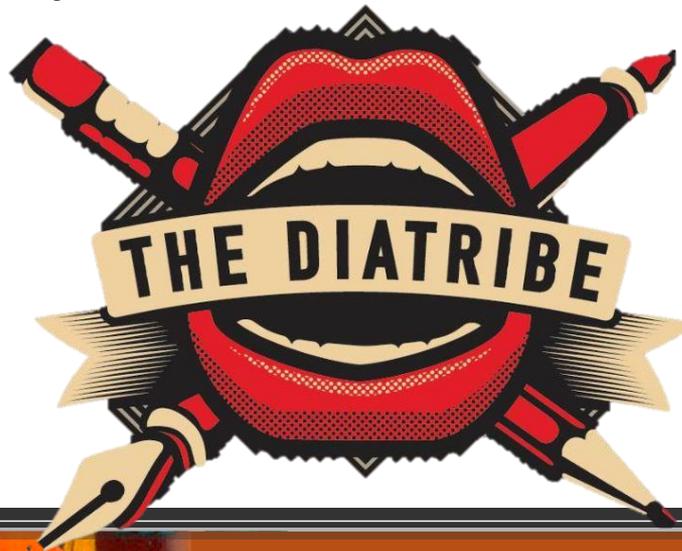
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# Inspired by the NFHA Poetry Slam

- Initially sought to invite the NFHA contest winner(s) here for our 30<sup>th</sup> Annual event...
- However, we discovered a vibrant local spoken word community which has become much more...



# Rachel Gleason

- An Open Door
- <https://www.facebook.com/fhcwm/videos/1962175793795969/UzpfSTIzNzQwMTA5OTc1NjgzNDoxMTQ3MDYyNjI1NDU3MzM5/>



# Rachel Gleason

- As part of our annual event, local spoken word artist Rachel Gleason provided a moving performance of her poem, “An Open Door”, which brought the crowd to its feet.
- Her poem weaves together the emotions and complexities that surround the idea of home, awareness of one’s own privilege, what it feels like to be turned away, and making self-observations that encourage those who have not encountered discrimination to consider the experiences of others.
- She is a singer/songwriter and works with public school youth to develop writing and speaking skills.



# The Diatribe

Rachel is a member of The Diatribe.

- A local artists' collaborative and non-profit focused on empowering youth to find their voices.
- Mission is “to provide our youth with the platform, the stage, and the means to make their voices heard and to also let their peers and communities know that they, too, have the potential to become united and to make an impact.”



# The Diatribe

- We created an interactive fair housing and social justice-themed curriculum for the purpose of enriching students and their families' **understanding of civil rights**, while cultivating creative writing and public speaking skills.
- Students/their families engage in exercises that examine the ways in which **where you live impacts how you live**, all while incorporating the highly engaging, inclusive culture of poetry and spoken word as facilitated by The Diatribe members.
- This work views **students as agents of change** and seeks to further the knowledge of their rights, community resources, and skills while also providing applicable tools to become proactively involved in the revitalization of their communities and neighborhoods.



# The Diatribe

- Curriculum is designed to be delivered 1 hour per week for 10 weeks as the class schedule allows. This program is open to grades 9-12.
- Students spend first ½ hour learning about Fair Housing and Civil Rights; then apply their new knowledge in learning and comprehension exercises utilizing spoken word, creative writing, other forms of poetry
- Includes interactive presentations, live slam poetry performances, graded participation, community exploration, and other collaborative features to reach students and their families.



- We provide a facilitator guidebook to our poet partners, Rachel and Fable as well as the teachers
- We attend each class but only speak as needed
- Assist with student classwork oversight, discussion



# “Writing for Civil Rights”

*Facilitator Guidebook*

Fair Housing Center of West Michigan  
20 Hall Street SE  
Grand Rapids, MI 49507  
(616) 451-2980  
[www.fhccwm.org](http://www.fhccwm.org)





# Protected Classes

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## Federal

Race

Color

Religion

Sex

National Origin

Disability Status

Familial Status

## State

Marital Status

Age

## Local\* (GR)

Sexual Orientation

Source of Income

Local\* protections vary city to city.

# Arlington, VA

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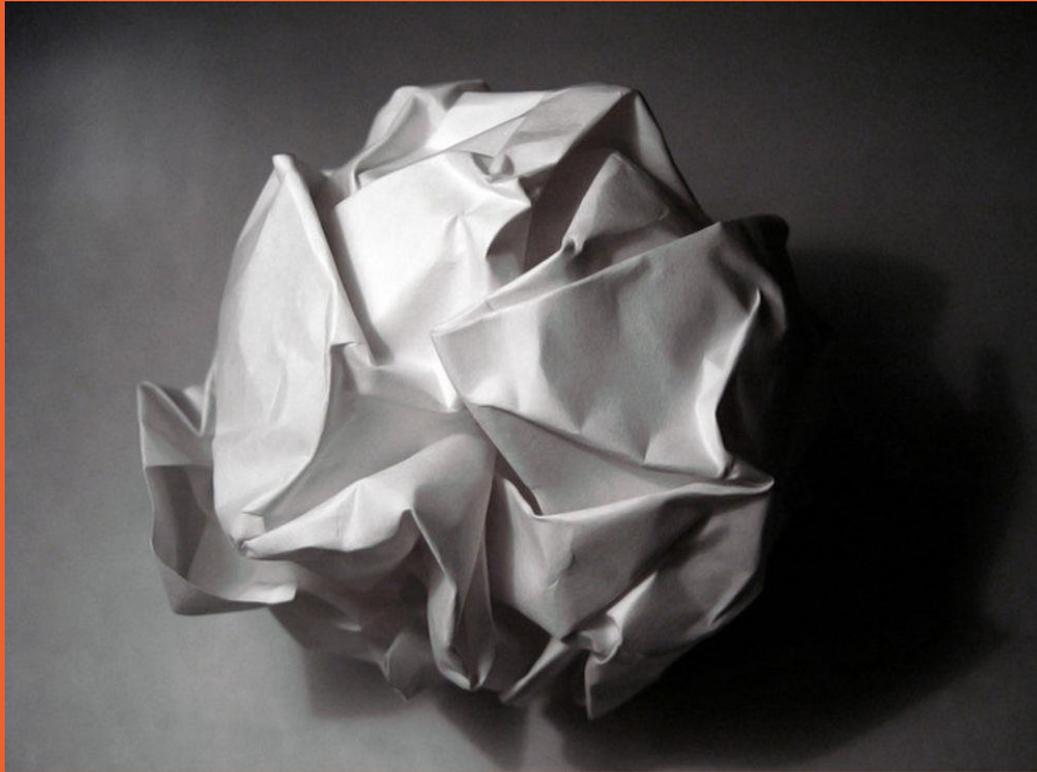
“Many of the landlords...had been encouraging over the telephone. But when they saw him in person, they would go into excuse-land. Here was a person good enough to perform tough assignments for our country in the armed forces, but not good enough to find housing for himself and his family.”

- Walter Mondale, *The Good Fight*



# Activity

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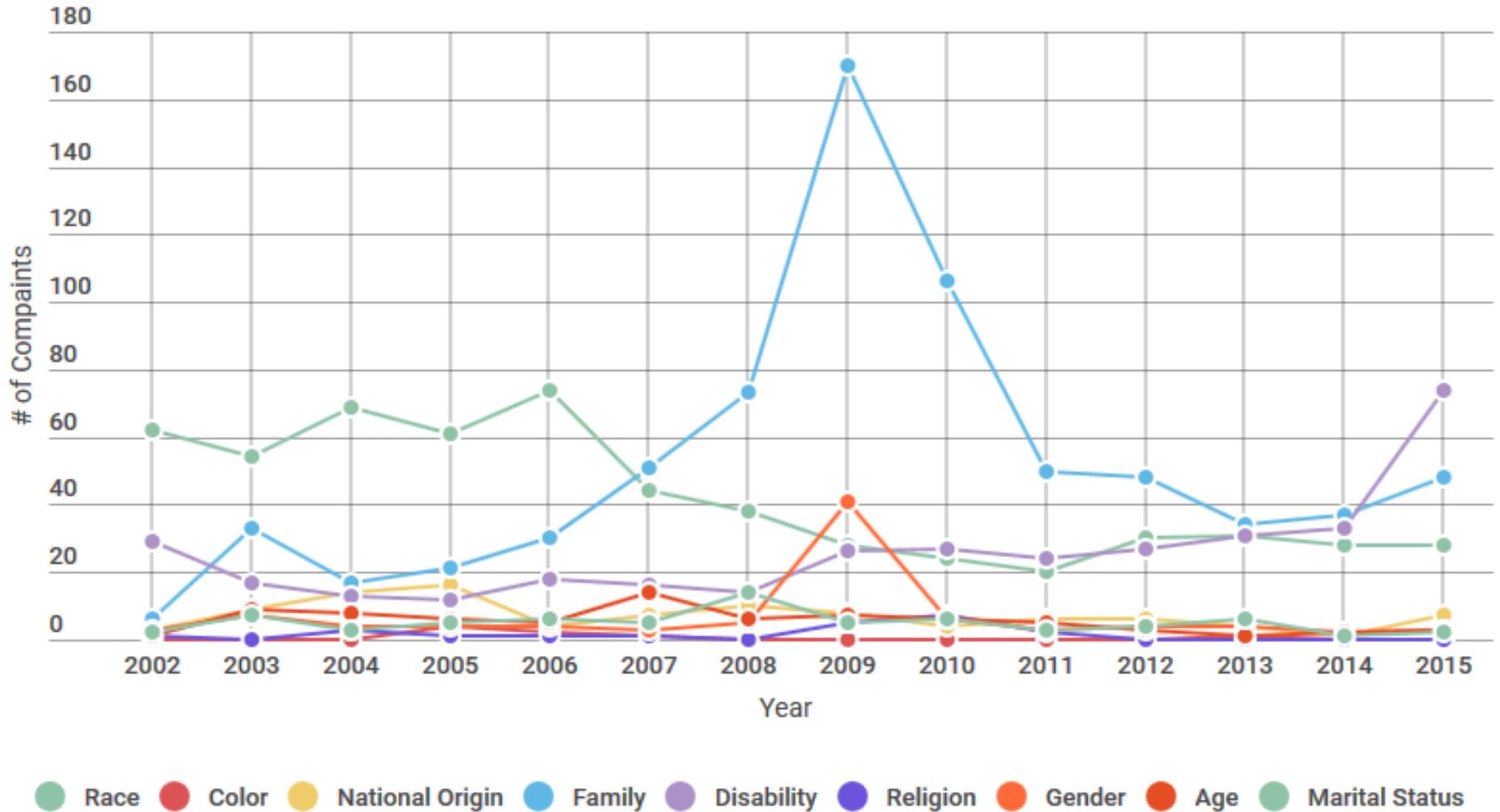
# March for Fair Housing!

- With a partner, create a poster that you could use to march for fair housing.
- Choose one specific discriminatory action.
- Include clear words, a catchy phrase, and pictures.



- Possible Reasons for Discrimination:**
- Ability (Disability)
  - Language
  - Skin color
  - Family size
  - Employment
  - Many more!!!

# Trends



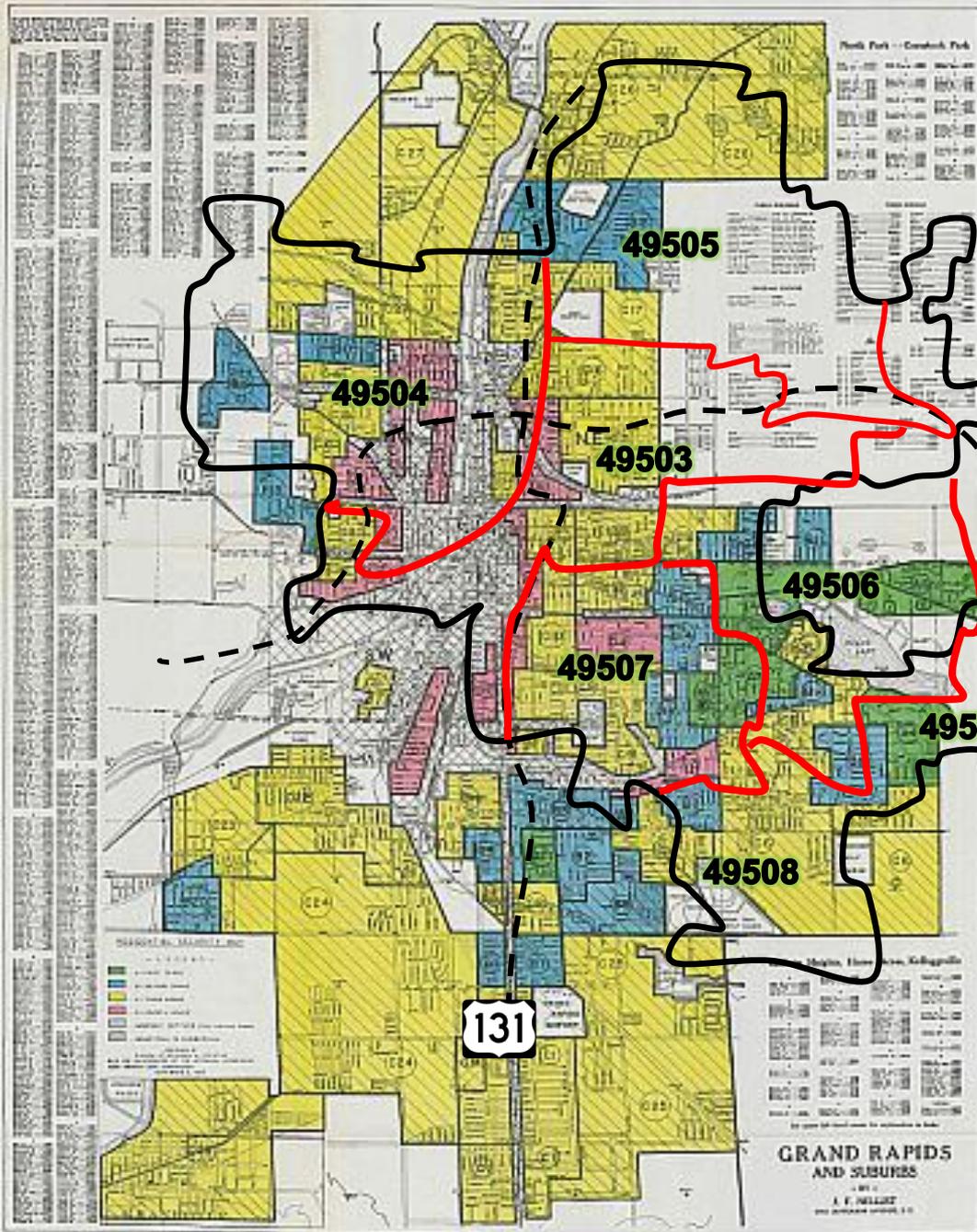


# Testing

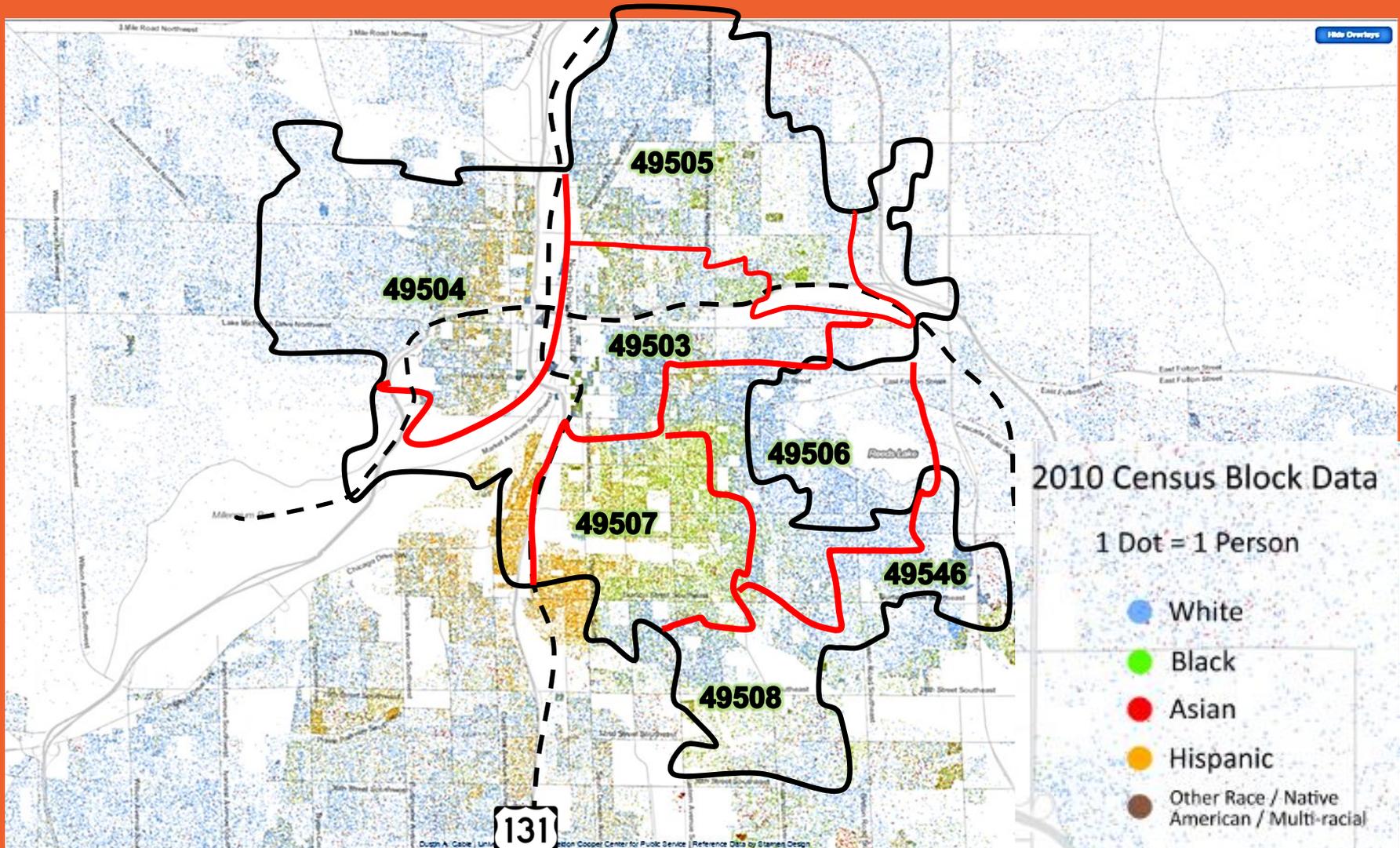
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- Will a white tester be treated differently than a black tester?
- Will a tester without a disability be treated the same as a tester with a disability?
- Did both testers receive the same information?
- Were they both asked the same questions?





# Grand Rapids 2010 Census Block Data by Race

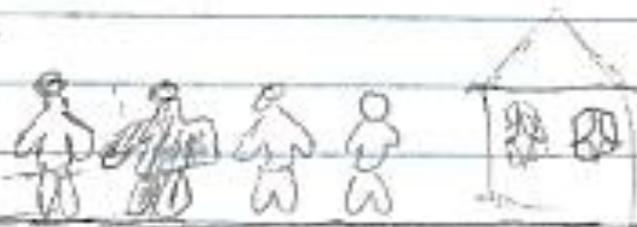




"The land of Freedom"  
Yea right

If there is no  
fair housing in  
America then there  
is no freedom  
in America.

# EQUALITY OF RACE



hands are all we got

My Mother holds her casket like a Shotgun  
Spanish and English pushing against leather

Piano Key teeth against Shotgun

Pushing Compass with Conifer Playbook Grenade

by

FIGHT FOR  
FAIR HOMES  
NOT FOR  
WHITE  
ZONES!!!







## Immigrant's Parade

The American dream is a lie.  
selling away your past, for a shiny new future  
leaving your family behind, just to make more green.  
Becoming even more lost, in the giant machine  
The American dream is just-not-clean  
telling somebody to move away from your home is a pyramid scheme  
telling somebody to start from the beginning is just ~~wasting~~ ~~time~~  
The parade of immigrants is pain  
like bugs flying to the light, nothing to gain  
like a sponge to wipe your brain clean  
like trying to remove that old blood stain with milk  
like ripping off that three week old bandaid  
The parade of immigrants drives me insane  
The American dream is a colossal crash  
IF only we could see  
that our destiny is a rainbow  
a place we could turn into something  
that glows.

# Ideas for Sharing

- Curricula could be adapted easily to other communities (MUST contact/credit The Diatribe and the FHCWM!)
- Customize with local data, maps, case examples
- Change out the videos to explore areas of interest locally
- Partner with your local arts community first!
- FHCWM and Diatribe staff willing to speak to others to share our experiences
- Seek funding from local foundations, banks, etc.



# Questions?

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